

**NOTICE**

**YOU MAY BE ENTITLED TO BE HIRED AS A POLICE OFFICER OR FIREFIGHTER, AND RECEIVE BACK PAY AS A RESULT OF A RECENT SETTLEMENT IN THE CASE OF BRADLEY, ET AL. V. COMMONWEALTH OF MASSACHUSETTS, ET AL., U.S. DISTRICT COURT, CIVIL ACTION NO. 05-CV-10213-PBS.**

As a result of a recent court decision and settlement agreement reached in the case of Bradley, et al. v. Commonwealth of Massachusetts, et al., U.S. District Court, Civil Action No. 05-CV-10213-PBS, certain minority candidates who took the 2002 or 2004 entry-level civil service firefighter examination, or the 2003 or 2005 entry-level civil service police officer examination may be entitled to be reconsidered for hiring as a police officer or firefighter in the respective city or town where you applied, and if hired, you may be entitled to back pay/compensation. In order to ensure that you obtain this relief, both for compensation and/or hiring, it is important that you fill out the enclosed claim form (which will be used solely for the purposes of obtaining relief from you in this case) and this form will be used to notify the Commonwealth of Massachusetts Human Resources Division of your interest in being considered for hire as a police officer or firefighter.

In the case of Bradley, et al. v. Commonwealth of Massachusetts, et al., U.S. District Court, Civil Action No. 05-CV-10213-PBS, the Federal District Court has found that the entry-level examination for firefighters given by the Commonwealth of Massachusetts may have had a disparate impact on minority candidates and, as a result, there may have been qualified minority candidates who were not reached for consideration as a firefighter, or hired, because of their examination score. Further, if the entry-level examination had not had a disparate impact, you have been identified as one of the individuals whose name may have been reached for consideration and hire.

Under the terms of the proposed settlement agreement (which is intended to effectuate and further the court's rulings and apply those rulings to the 2003 and 2005 police officer exams, as well as the 2002 and 2004 firefighter exams), if you still seek to be hired, your name will be placed at the top of the current civil service examination list in the town or city where you sought to be hired in 2002, 2003, 2004, or 2005, and if you are successful in the hiring process and are hired, you will be entitled to back pay in the approximate amount of \$18,750 (minus required withholdings and deductions). A copy of the proposed settlement agreement, made as a result of the court's decision, is attached hereto for your convenience.

You are further advised that you have the right to object to this settlement agreement and may do so by contacting the attorneys for the plaintiffs at the address set forth below. In addition, should you have any questions or concerns, you may contact Lisa Fortin at the address stated below, or you may communicate with plaintiffs' attorneys through email at the email address set forth below. If you require further information, you should contact Lisa Fortin at Pyle, Rome, Lichten, Ehrenberg & Liss-Riordan by email at [lfortin@prle.com](mailto:lfortin@prle.com).

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